

SECRET

. . . . The 92nd meeting of the CIA RETIREMENT BOARD  
convened at 2:00 p.m. on Tuesday, 2 July 1968, with the following present:

Mr. [REDACTED] Acting Chairman  
Mr. [REDACTED] DDP Member  
Mr. [REDACTED] DDP Member 25X1A9a  
Mr. [REDACTED] Member  
Dr. [REDACTED] S&T Member  
Mr. [REDACTED] Legal Adviser  
Mr. [REDACTED] Executive Secretary  
Mrs. [REDACTED] Recording Secretary

25X1A9a

MR. [REDACTED] Any comments on the Minutes of the 20 June  
meeting?

25X1A9a

MR. [REDACTED] I'd suggest two "m's" in accommodate in  
paragraph 9 on page 3.

25X1A9a

MR. [REDACTED] If there are no changes, then, we will adopt  
them as written.

25X1A9a

MR. [REDACTED] You don't want to add at the end of  
paragraph 9 - "with one Member abstaining"? "The Board then recommended  
that the requested extension not be approved, with one Member abstaining." 25X1A9a  
25X1A9a

MR. [REDACTED] I'd even be glad to say - "...with Mr. [REDACTED]  
abstaining" -- for the record.

25X1A9a

MR. [REDACTED] All right. Would you so amend it? 25X1A9a

MR. [REDACTED] That would be for the record, Mike, but in  
the letter going forward we will just say "...with one Member abstaining." 25X1A9a

MR. [REDACTED]: No, no -- just for the record only.

MR. [REDACTED] It sounds to me like your conscience is bothering  
you a bit on that one. You seem to feel you may have influenced his decision-- 25X1A9a

MR. [REDACTED] Yes, I do. I'm really bothered about it.

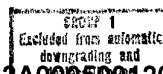
Subsequent discussions were held, of course, with his own Career Service.

I just don't feel that I could have voted against it, and my conscience bothered  
me about voting for it.

25X1A9a

MR. [REDACTED] Our first item is the review of four employees  
with more than 5 years of Agency service and who appear to meet the criteria

SECRET



SECRET

for designation as participants:

[REDACTED]

25X1A9a

25X1A9a

MR. [REDACTED] They all have 15 years of service.

MR. [REDACTED] That is right, Mike.

Murray, you will have to rephrase this to show they will be given an opportunity to exercise their 15 year option. I guess all of these people were previously redlined but now have adequate service to be brought in.

Do I have a motion?

25X1A9a

MR. [REDACTED] I so move.

MR. [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a

MR. [REDACTED] Next, we have two applications for voluntary retirement: [REDACTED]

25X1A9a

MR. [REDACTED] I move we pass favorably upon their requests.

25X1A9a

MR. [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

[REDACTED] If I read these statistics right, we're running way ahead in '69 on these voluntary retirements.

25X1A9a

MR. [REDACTED] The statistics have been converted to a fiscal year basis.

25X1A9a

MR. [REDACTED] I finally asked Murray to change it to a fiscal year basis because all of our statutes are based on a fiscal year cycle -- and now it's much more meaningful this way. I think the significant thing here is that it shows our pace is now in excess of the 80 a year that would use up the quota -- whereas the other way, you kind of lost that.

SECRET

SECRET

Now, we have a last minute request for voluntary retirement from [REDACTED] 25X1A9a  
He's in the DD/P, age 50, has [REDACTED] 20  
years of Agency service, 25 years of Federal service, and he's asking for  
retirement as of 31 July 1968.

Is there anything usual about this case, Murray, that  
we ought to know?

MR. [REDACTED]: For the Board's information, he's 25X1A9a  
accepting employment with the [REDACTED]. 25X1A6a  
25X1A9a

MR. [REDACTED]: There's nothing unusual about it. This is  
bona fide. We're not involved in it. 25X1A9a

[REDACTED]: As I understand it, one of the other cases 25X1A2e  
here -- [REDACTED] -- is also going to go with the company under  
whose cover he entered on duty. Which is all right -- it was just a matter  
of interest to me. 25X1A9a

MR. [REDACTED]: This is not -- with [REDACTED] pseudonyms ILLEGIB  
and true names, I can't tell -- but this is not the same fellow whose case was  
mentioned at the last meeting, is it? 25X1A9a

MR. [REDACTED]: No indeed! That's a very tough one, 25X1A9a  
Harry, and we're taking that one up later this afternoon with [REDACTED]. 25X1A9a

MR. [REDACTED]: Karl, where did you get this information? 25X1A9a

[REDACTED]: Oh, this fellow and I worked together in 25X1A9a  
[REDACTED] a long time ago and I kind of keep track of him. 25X1A6a

MR. [REDACTED]: Oh, you just know that he's going to work-- 25X1A9a

[REDACTED]: For the company under whose cover he has  
been for the last three years. 25X1A9a

MR. [REDACTED]: Is it a proprietary? 25X1A9a

[REDACTED]: No. In fact, it's a [REDACTED] And 25X1C  
he's just had commercial cover and now he's resigning here and he's taking a  
bona fide job with them -- it just happens to be in the same job.

MR. [REDACTED]: We lose a lot of people (that way). 25X1A9a

**SECRET**

[REDACTED] This is fine -- he's retiring a year early 25X1A9a  
to get started there, and they're willing to pick him up-- 25X1A9a  
25X1A9a

MR. [REDACTED]: Okay. I think we have a motion and a second 25X1A9a  
on the [REDACTED] case, and if there are no nays, ~~it~~ that is carried. 25X1A

The next case is [REDACTED]. On this one,  
I took the liberty of calling [REDACTED] a few minutes ago, and it was just that  
Les was caught short on it, because he said he had just about got seated in the  
chair when this one came through him. My question to him was, does this  
man intend to retire right away? If so, the Board probably would be willing  
to address itself to it. Of, if he's going to hang on, then couldn't you get him  
six or seven days' TDY somewhere. He said, "Yes, I agree. Why don't you  
send it back to me." So, if it's all right with the Board, I'll send it back.

MR. [REDACTED]: That's fine with me. I was going to suggest 25X1A9a  
the same thing. 25X1A9a

MR. [REDACTED]: [REDACTED] did not sign the back of the 3100. 25X1A

MR. [REDACTED]: He said he had paused when it went through  
him, but he was so new, he let it ride through -- but he's perfectly willing to  
take it back. I thought there was a problem - the man apparently had a  
heart condition, but he has now been approved for overseas -- so if he's going  
to be around for a few years, surely he can get six or seven days. So we'll  
send that case back, then.

25X1A9a  
25X1A6a

MR. [REDACTED]: I noticed he had been in [REDACTED]  
for 13 days in 1965. Couldn't someone have used their head and had him stay  
three weeks instead of two weeks? 25X1A9a

MR. [REDACTED]: 1965 was pretty early in the game -- we were  
just getting started then. 25X1A9a

[REDACTED] Well, I would think, too, if we were really  
facing a retirement decision, we would have voted him in anyhow. 25X1A9a

. . . [REDACTED] Deputy Director, OCI,

**SECRET**

25X1A9a

Approved For Release 2000/09/11 : CIA-RDP78-03092A000500120001-0

Approved For Release 2000/09/11 : CIA-RDP78-03092A000500120001-0

SECRET

joined the meeting at this point, so the Board next took up  
the case of [REDACTED] . . .

25X1A9a

MR. [REDACTED] Dick, just to put this in context it might help

25X1A9a

if you read the Minutes of the last meeting--

25X1A9a

MR. [REDACTED] I gave him a copy -- of that paragraph only.

MR. [REDACTED] Yes, I have read it.

MR. [REDACTED] Paul, have you been able to get a statement

from [REDACTED] concerning his intent to retire?

25X1A9a

25X1A9a

MR. [REDACTED] Yes, I've talked to Mr. [REDACTED] Of course,

25X1A9a

I think the Board has to realize that some of these cases lie around for weeks  
and months. When we first talked about it, it was near the 1st of the year and  
he was talking about a year's time, so I immediately concluded he meant one  
calendar year. But now here it is June/July -- and he still needs a year.  
He has written a statement, filed a statement with his office, with the  
concurrence of his Director, that he would retire not later than the end of the  
current fiscal year -- in other words, 30 June, next.

MR. [REDACTED]

25X1A9a

25X1A9a

25X1A9a

MR. [REDACTED]: Well, if I understand what the question is,

it is what kind of service is [REDACTED] performing now, and this is the service  
in the NIC, and its relationship to his employability, etc.

Well, I don't know how many of you are familiar with  
the NIC and what it does. Basically it is the central organization of Government  
devoted to the problem of warning of Soviet attack - primarily Soviet attack - on  
the U.S., and primarily sudden Soviet attack. As to the people assigned to it,  
it is an interagency group that answers to the USIB Watch Committee and to the  
Chairman thereof. We provide a certain number of people, and various  
services provide a certain number. It's the place where everything that could  
conceivably bear on the question of whether or not the Soviet Union is about to  
attack the United States comes together. This means all sources -- all manner

SECRET

**SECRET**

of things. It's a 24-hour operation devoted solely to this job. It's a very frustrating job because you go on for years and years and years going through your routine of following the stuff and nothing happens at all, but at the same time you have to be at the highest pitch of sensitivity for fear that you might miss something -- and missing something in this business is not too good! There was a joke about it once - somebody said that these people are the only people in the Pentagon that don't have emergency billets anywhere because by the time they need them their job is over. So there's a great deal of strain involved in this kind of work. There is a great deal of frustrating routine. You're working all the time with highly sensitive materials, and you're performing tasks on it which are, to the best of my knowledge, not performed anywhere else. I mean, there are other intelligence agencies looking at this material, but if you're talking about employability outside of the intelligence business, there is nothing that I know of that does anything like this or in which these analytic skills of indications of intelligence are being brought to bear.

25X1A9a

██████████ is the senior CIA man -- he's the CIA senior representative there. We also (named) the Director, but the Director holds a sort of interagency billet. The Deputy Chief of this thing is an Air Force man, but the present incumbent -- who has been there now for three years, I guess -- is not there very much, with the result that ██████████ is also the Deputy Chief, regardless of what his title is -- when ██████████ who is the Chief of it, goes on leave, ██████████ appears at USIB and represents this problem--

25X1A9a

25X1A9a

25X1A9a

25X1A9a

25X1A9a

MR. ██████████ Yes, Mel is the Chief.

25X1A9a

MR. ██████████: What you're talking about is a component of the National Indications Center - the early warning--

25X1A9a

MR. ██████████ That's all it has.

25X1A9a

MR. ██████████: They do work on other than the Soviet threat, don't they?

25X1A9a

MR. ██████████ Well, their charter -- I can't remember the

**SECRET**

SECRET

legal words for it, but their charter is: military attack on the United States or its allies, period. The main problem is the Soviets -- this is where the main threat is. They concern themselves, secondly, with China, and occasionally get involved in things like the Arab/Israeli situation, and of course Vietnam and Laos because of the implications that it might have -- but the primary job is the Soviet strategic threat.

MR. [REDACTED] Would it be fair to say that if he was seeking 25X1A9a  
outside employment and he was asked to describe what he did, that after saying that he watched for early indications of hostilities, if he was asked to go much further - in terms of, for example, "What sort of things do you look at?" - he would be stymied? 25X1A9a

MR. [REDACTED] This takes you straight into traffic analysis. 25X1A9a  
[REDACTED] But there is no reason why he can't say he works at the National Indications Center. That isn't a classified title like the National Reconnaissance Office. 25X1A9a

MR. [REDACTED]: No. It's in the phone book, there's no question about it.

MR. [REDACTED] I'm sorry, Dick -- do you know all of these 25X1A9a  
people here? 25X1A9a

MR. [REDACTED] I know everybody on this side of the table 25X1A9a  
(indicating Messrs. [REDACTED]). 25X1A9a

. . . Mr. [REDACTED]  
[REDACTED] . . .

MR. [REDACTED]: How much different is this than our own 25X1A9a  
Ops Center, or the NMCC, or the White House Ops? I know the objective is different, but how much difference otherwise is there? 25X1A9a

MR. [REDACTED] Well, it's more specialized. It's probably more frustrating. I wouldn't claim that it was any hairier, on the problems that you deal with from day to day, but when it gets hairy, it gets hairier --



SECRET

because in this Cuban business, you will remember, they were functioning around the clock and trying to estimate every day what the Soviets would do next. But I wouldn't claim that happened every day.

██████████ Frustrating because it's in our Agency, Dick-- 25X1A9a

MR. ██████████ I think it's frustrating because you're sitting 25X1A9a  
there looking at routine material every day looking for something you hope to  
God never happens -- and never has. 25X1A9a

██████████ Of course you're not alone in looking for that.  
A lot of us are looking for very similar things. 25X1A9a

MR. ██████████ Not as your sole occupation, though. 25X1A9a

██████████: No, but that's pay off for a lot of people -  
the start of hostilities. 25X1A9a

MR. ██████████: That is true, but there is a distinction,  
Karl. I mean, it's a personal reward to a man who is studying a problem  
in turning out a report -- and he's looking for this kind of thing all the time,  
admittedly, because it's part of what we do. But there is a difference between  
that and this, where there isn't any pay-off ever - at least you hope there  
isn't.

25X1A9a  
Coming back to your question, ██████████, I  
don't think you can separate, too much, this particular guy from the job.  
I wouldn't think that another individual, necessarily, in the same place -- I  
mean, if we have a guy who is in the NIC and he served there five years,  
let's say, and he is now 35 - I would not consider and I would not encourage  
him, in the least, to make such an application, because he is movable on to  
somewhere else. My feeling is that for this guy in this place at this time,  
this could be considered qualifying service. But I certainly am not trying to  
set any precedents as far as some of these other similar kinds of operations  
are concerned. 25X1A9a

MR. ██████████ Let me ask the question in a slightly different  
way. Would ██████████ for example have any more trouble describing his duties

25X1A9a

SECRET

**SECRET**

over the last three years than would a man in our own Ops Center? in  
meaningful terms? Granted you have a classification problem.

MR. [REDACTED] Yes, I think he would, and the reason for it 25X1A9a  
is that the Operations Center people are far more action oriented. I don't  
want to make too much of this -- I'm not trying to draw too broad a distinction.  
The Operations Center people are concerned with reacting to individual pieces  
of paper. The kind of guys we're looking for in that kind of job, we want to  
have had an intelligence background -- in fact, the chief guy has got to have it --  
but we're looking for guys who could man something like a police emergency  
center, or something like that, that have got cool heads and sufficient sense to  
know when they have a real problem and when they don't, and sense enough to  
call somebody. This kind of thing combines that with an analytic problem in  
which the man who is sitting there is the analyst as well as the desk man, so to  
speak, and he has to - when he's dealing with let's say what the Soviet  
strategic rocket forces are up to, or something like that, he has got to know  
what the precedents are, he has to know what happened before, what the patterns  
are, etc., so he knows whether to be alarmed or not. 25X1A9a

MR. [REDACTED] Well, what you have just said about that, is  
that really classified? Just your own words? 25X1A9a

MR. [REDACTED] I think as long as you weren't any more  
specific than I was just now -- which I'm not quite sure what the classification  
I'm supposed to speak at is -- why you probably could. But again, who in the  
outside world wants to know what we know about the Soviet rocket forces? - even  
if we wanted to expose somebody-- 25X1A9a

[REDACTED] Don't you think in the JCS literature somewhere  
there is an unclassified piece of paper that describes the functions of the NIC?  
I bet there is in the Pentagon literature somewhere. 25X1A9a

MR. [REDACTED] I wouldn't argue that. 25X1A9a

[REDACTED] I think so -- because they have to pull officers  
out and assign them to this thing, and they will have unclassified orders assigning  
them to it.

**SECRET**

SECRET

MR. [REDACTED] You will occasionally see garbled accounts 25X1A9a  
of this in the unclassified, unofficial literature. 25X1A9a  
25X1A9a

MR. [REDACTED] In [REDACTED] book it's described. 25X1A9a  
[REDACTED] Obviously, you don't describe the hours of  
duty of each man in there, or duties, but you have a pretty good idea. 25X1A9a

MR. [REDACTED] How many Agency people do we have at  
this Center? 25X1A9a

MR. [REDACTED] who is the Chief, and  
[REDACTED] there are I believe seven. I could be off by one. 25X1A9a  
25X1A9a

MR. [REDACTED] This may be a very stupid question -- I've  
never visited the Center and I'm not sure what they do, except what you have  
described -- but are there any techniques of analysis that the individual in the  
NIC would be called upon to use that he would not be called upon to use in a  
research analysis job on the outside, if he were applying for a position outside  
the Agency? 25X1A9a

MR. [REDACTED] Outside the Agency? Yes, very definitely.  
And I'm sure this has been argued back and forth at this table many times,  
but there aren't very many parallels outside the intelligence business to what  
goes on in it, in a great many fields, and basically it's the business of working  
with incomplete information. Your academic type is working or wants to work  
with everything he's got, and if he hasn't got the material he works on some  
other problems. But here you're taking very small bits--

Let me backtrack a little. The indications intelligence  
business in particular is one which was developed back in the 1949-1950 period  
when it became clear that we would no longer have inside information, unless  
we were awfully damn lucky, into what the Soviets were thinking, that what we  
would have to do would be to derive Soviet intentions from externals - and  
particularly this problem of warning of military attack, which of course loomed  
very large in that period -- and the idea was that you could sit down and look at  
the Soviet Union and say: Let us assume that they were going to go to war,  
they were going to make a conscious decision to do so -- what would they do?

SECRET

**SECRET**

And then you write up pages and pages - great big books - of the things that they would have to do before they would jump. And you set up watch lists of these things, and then you try to alert your whole collection mechanism to look for these things, everything from whether the lights are on late in the Ministry of Defense, on up, you've got people looking for -- and you've got people looking at all the material that comes into Washington for this particular kind of information, running this information against the checklists of the kinds of things that the other [REDACTED] side would do -- and every time you would get one, racking it up. And then - all right, the lights are on late in the Ministry of Defense -- is there another explanation? Well, obviously, for something like that there are a million explanations besides the one that you're worried about. But then you go down a whole series of other things. What are the state of communications? What are the [REDACTED] state of trains going into East Germany? Have they got an airborne alert at the air fields? All kinds of things. And the more of them that you see, the narrower the number of explanations possible get, until finally you narrow down on the fact that they are at a very high state of readiness, and you should be, too.

Now, the techniques for this are complex and they cover the whole range of intelligence collection and the whole range of intelligence analysis, but the basic process is comparing what is going on with this type of hypothetical model that you have formed of what ought to go on.

Now my experience in the outside world is fairly limited, other than what I read in the papers, since I came to work for the Agency straight out of school and I've been here ever since, but I don't know any other place in the world where this sort of thing goes on except in the intelligence business.

25X1A9a

MR. [REDACTED] He reads the incoming material and tries to place it in those little pigeon holes of this hypothetical listing--

25X1A9a

MR. [REDACTED] Well, basically, in his position, to supervise a number of other people doing that, and making these judgments -- I mean,

SECRET

this series of - in the ideal case - concentric judgments.

[REDACTED] Dick, don't you suppose, since the intelligence agencies have matured, and the DIA has come into the picture, that the real warning mechanism is quite a different thing than the NIC now, that the real warning is going to come out of CIA, or the service intelligence agency - DIA, NSA, and so on? that the NIC just isn't going to respond as fast as the intelligence agencies can now respond and could do this analysis? I think the NIC is quite an extended historical thing and it grew out of the period when we didn't have the mechanisms and we didn't have the analytical capabilities in our various agencies.

25X1A9a

25X1A9a

I would almost make a different case for [REDACTED] I'd say it's not because of NIC service, necessarily, it's because that service is now terminating that he ought to be considered for retirement, and not because of the hardship of the service.

25X1A9a

MR. [REDACTED] The only thing I can say in answer to you is, try to abolish it some time!

25X1A9a

[REDACTED] I know -- it's like trying to abolish the NIS.

MR. [REDACTED] This is political--

25X1A9a

MR. [REDACTED] It's kind of a red herring.

But whether it's meaningful or not, that is what

25X1A9a

[REDACTED] is doing--

25X1A9a

[REDACTED] I think the case for retiring somebody like

25X1A9a

[REDACTED] is the skills are no longer needed, irrespective of the conditions of servitude, etc. And I wouldn't wrap it up around the NIC, because I don't think--

25X1A9a

MR. [REDACTED] But you can't say that in connection with NIC, because that is a continuing activity and he is serving in it, and nobody is trying to boot him out of it. So if they were abolishing the thing, then you could make your case. I think we made our case on the more general proposition that his skill as a military analyst has been overtaken by (advanced technology), and this is part of his career pattern, and considering

SECRET

**SECRET**

the whole of his career pattern you can justify getting him out early to assist management. I mean, if we haven't got a case there, we haven't got a case.

25X1A9a

[REDACTED] This doesn't necessarily concern Dick, here -- but our problem, it seems to me, is establishing some criteria for measurement of people for eligibility for the System.

25X1A9a

MR. [REDACTED] But you can't do it by looking at the career piecemeal -- that is my point. We have to look at his whole record. And to say - "Well, if we give it to Burt and not somebody else, we will get in trouble" -- I'd say we are not necessarily in trouble, and I'd like to ask what the whole career of the next individual we consider is and has been.

25X1A9a

[REDACTED] But don't you feel -- in fact, the reason we asked [REDACTED] to come here was to explore this NIC sort of thing, because the immediate issue was - should this be considered qualifying service?

25X1A9a

MR. [REDACTED] I think particularly we're trying to judge it in line with (11)(c)(1) or (2) - the appropriate section of the law - one of which says "clearly distinguishable from normal government employment" and the other one says "the nature of the work is such that it would place him at a disadvantage in seeking outside employment." And I'd be the first to admit that there are an awful lot of jobs around here that could fit that description. But on the other hand, we're not going to listen to the telephone operator, or the clerk-steno. There are certain ones you can eliminate, too. And we are sort of narrowing down on this particular one -- and I think Dick has given a pretty good explanation of those factors, at least -- and then we will have to still consider it.

Mike?

MR. [REDACTED] I was just going to ask, if his military skills are not required today as they were required in the past in this job, do you intend to replace him?

25X1A9a

25X1A9a

MR. [REDACTED] Yes, we do intend to replace him -- we intend

SECRET

to replace him with a younger man whose skills are not obsolete.

MR. [REDACTED] Then he would return to Headquarters, 25X1A9a  
in the normal course of events? 25X1A9a

MR. [REDACTED] No. I'm sorry, I misunderstood you.  
I mean, we have a man here whom we basically have got in place. We have  
no other place to put him. He can do this job. He can't do it as well as  
somebody else can, but he can do this.

25X1A9a

MR. [REDACTED] So if we don't retire him, you're going to  
leave him in that job? 25X1A9a

MR. [REDACTED] Yes, we've got to -- we just have no choice.  
But if we did have a choice, yes, we would put somebody else in it who was  
younger and whose skills were up to date.

25X1A9a

MR. [REDACTED] Any other questions of Dick?

MR. [REDACTED] No, thank you. I think Dick did a fine job.

MR. [REDACTED] A fine job, Dick. We appreciate it. Thank  
you. We will take it from here.

25X1A9a

. . . Mr. [REDACTED] then withdrew from the  
meeting . . .

MR. [REDACTED] I'm going to take the liberty for a second 25X1A9a  
just to say that Col. White has asked the Director of Personnel for some  
statistics on the number of people who have converted to this System, to  
identify obstacles, if there have been any, to conversion to the System, and  
then, finally, what else could be done to further encourage conversion to the  
System - and I think you can read in here "and retirement." And in  
responding to this, obviously, we have given him statistics, and then we have  
gone on to say there are no real obstacles that we can identify. <sup>There are two</sup> ↑ [REDACTED]  
barometers that we have. One is, are people using the right that they have  
to appeal what they might consider an adverse action when they are designated --

SECRET

## SECRET

and nobody has done that. Then, at the 15 year election point, we have identified some 30 people who have opted out; 13 or 14 were those who had elected early on to work until 62, which was then the ground rule, rather than go out at 60 -- and another number because they would get a higher retirement annuity under Civil Service. This left us with two people who opted out of the System because they were sort of worried about the involuntary provisions of it. So there really are no obstacles. Early in the game the Board tended to concentrate on those who had a full five years' service overseas and I think almost by implication encouraged components to restrict their cases to those and, to the extent possible, defer consideration of [REDACTED] service. 25X1A

But now it looks like we will have an unfilled quota of about 147 out of the 400 at the end of this calendar year. We also know that management feels it has an overall manpower problem which it would like to relieve. We would like to think that this retirement system that we have is a dynamic and flexible one which can be used as a valuable management tool, and that what we do at this particular time and in this particular set of circumstances is not necessarily what we will do in a subsequent year under other circumstances.

So again -- and I'm echoing what Paul has pointed out a number of times -- we have here a case that has to be taken in its totality. This man does have 49 months of qualifying service. In my opinion he is working in a job which, without stretching too much, meets (11)(c), but only when you're putting it together with the fact that management would very much like to see this man leave -- and the man himself is equally willing to leave -- and it would only be on that basis I can see us taking him into the System so he can retire.

[REDACTED] Is that the way you propose, then, that the 25X1A9a  
Minute of this action read? 25X1A9a

MR. [REDACTED]: I'm just giving my personal view. 25X1A9a

[REDACTED] Clearly qualifying service on the general  
nature of his assignment?



**SECRET**

MR. [REDACTED] I think we're not stretching all that much. 25X1A9a  
25X1A9a

From what [REDACTED] tells us, this is clearly distinguishable from normal 25X1A9a  
government service and it places [REDACTED] at somewhat of a disadvantage in  
trying to pursue a career on the outside. 25X1A9a

MR. [REDACTED] I've been doing some thinking since our last  
meeting on this -- and what Dick said I didn't find too convincing in terms of  
saying that that type of service is qualifying -- but I go back to the object of  
the legislation and the fact that this man has come so near to performing what  
we have clearly accepted as qualifying service, that I find very little difficulty  
in saying - on the whole, we can buy him -- including the fact that almost  
his entire career has been wrapped up with military hardware and intelligence  
activity.

[REDACTED] Paul, as you know, I agree with you, but 25X1A9a  
ultimately we do have to define that 11 months' [REDACTED] service as qualifying. 25X1A  
That is really what we're saying. 25X1A9a

MR. [REDACTED] If by bringing this man into the System we were  
thereby depriving the DD/P of a slot for one of their people, when we know  
that this System was primarily provided for them, then I would be very much  
against bringing him in. But if we're not hamstringing their management in  
reducing these slots, then I say let's look at the overall management of our  
people and consider other people. 25X1A9a

MR. [REDACTED] Do I have any kind of a recommendation here? 25X1A9a  
[REDACTED] I'd like to hear how you're going to phrase it.  
I'll go along with something if you can keep it fairly general, but not if you get  
specific about giving him three years' credit for that NIC duty. 25X1A9a

MR. [REDACTED] I think, John, since you felt the record was  
deficient last time, now that you have heard Dick-- 25X1A9a

MR. [REDACTED] I felt the record was very deficient -- and I  
was sincere in this. I think that while maybe Dick didn't help you, I think  
he helped the record. Frankly, I disagree with his conclusion that it's

**SECRET**

SECRET

qualifying service, but I think he put enough argument there that somebody else could come to another conclusion, that's all -- it softened me, in other words, a bit. I think that in our deliberations, again, of what we really had in mind here as far as other than overseas service being qualifying, none of us contemplated this kind of service -- we hadn't thought of it -- but that doesn't mean it can't be -- but we always had in mind - those of us who thought of it - an element of uniqueness because of the clandestine mission or some physical hazard -- and this one simply hadn't occurred to us. I think it's a weak case but I think reasonable people can come to a different conclusion on it. In other words what I'm saying is, I think [REDACTED] statements have at least given you a peg to hang your hat on, if you so choose. I frankly don't happen to agree with it. In fact, by his own admission -- which I don't want to hold too hard against him -- that a 35 year old with 5 years there he wouldn't even think of considering as qualifying service. Well, it's either qualifying service or it isn't. But I don't want to hold him to that, because I don't think he meant it in the way he put it.

25X1A9a

MR. [REDACTED] In all fairness, John, over the years here we have evolved a concept, though, that there are certain people who would be considered for this thing but that there were other conditions which they would meet, too, and that is that they were in a service that normally required overseas duty, that they had shown a willingness to take overseas duty -- and as far as these criteria, many of the other people over in NIC would not qualify on.

Now I realize that as we go down the road we're probably going to hit some who won't meet all of those. But right now this man does meet those pretty well, and he does have 49 months of overseas qualifying service.

25X1A9a

MR. [REDACTED] I grant that, but as you have just said, and I had said at the last meeting, we have to say this 11 months is qualifying service. And I'm real damn concerned when a guy presents his own case - "I've had five years of NIC service, therefore I am qualified" - then what are you going to do with it?

SECRET

SECRET

MR. [REDACTED] I wouldn't have much trouble with it-- 25X1A9a

MR. [REDACTED] I have trouble with this, myself. Maybe  
you all don't. 25X1A9a

MR. [REDACTED] I've forgotten the details -- has [REDACTED]  
been with us 15 years? 25X1A9a

MR. [REDACTED] He has been with us longer than that. 25X1A9a

MR. [REDACTED]: He's had nineteen and a half years of  
Agency service. 25X1A9a

MR. [REDACTED] How much Government service? total?

MR. [REDACTED] Approximately 27 and a half of Federal  
service. 25X1A9a

MR. [REDACTED] 27 years and 5 months. He was in the Army.  
I think he was hired here because he had been in the Army. 25X1A9a

MR. [REDACTED] Actually, if he really wants out he only has to  
wait a couple of years. He's 54 years old. 25X1A9a

MR. [REDACTED] What we're doing is trading roughly three  
years -- because he can stay until he's 60-- 25X1A9a

MR. [REDACTED] But I mean if he truly is ready to get out, he  
can get out <sup>after</sup> 55 with 30 years of service -- which is two and a half more  
years. 25X1A9a

MR. [REDACTED] But he doesn't have to -- that is the point.  
What we're looking at, if he wants to stay until 60 -- which he can do on his  
own motion, regardless, really, of what management says -- we're trading  
several years-- 25X1A9a

[REDACTED] Yes, but from what [REDACTED] said his  
career is pretty much at an end, so it's to his advantage to get into somebody  
else's system. 25X1A9a

MR. [REDACTED] If it were just one man -- but we have a number  
of people in that category, that are old line Army, came in because of an Army  
background, have had military service, intelligence service, and what they've

SECRET

done in the Agency has been military oriented. I can think of half a dozen right now. OCI has most of these fellows to worry about. And they're cluttering up the rolls, are in the senior jobs, and unless the Agency takes quite a different tack -- and be prepared to demote people and reassign them to junior positions -- then I think we have to find other solutions.

██████████: Are most of them going to be put in for this System? 25X1A9a  
25X1A9a

MR. ██████████: Well, I think probably not, because I don't think they could come as close to qualifying. A couple of others have been overseas but I don't think for more than two years. 25X1A9a

MR. ██████████: Take a fellow that had two years overseas and three years in NIC. If you approved this case ██████████, how could you turn down that one? I don't see how you can. 25X1A9a

MR. ██████████: Well, John, I look at it this way. You do it in the context of how many slots have you got, too, and then you say - Well, to whom ought these be awarded? And you pick the guys that qualified - overwhelmingly qualified, then, in those cases. 25X1A9a

MR. ██████████: That is the way you look at it. I don't happen to look at it that way. The man either qualifies or doesn't qualify. And if we get short, we go back and try to get enough slots. But I don't think you can arbitrarily say - "Well, because this guy had two tours overseas he is more entitled than the young fellow who had only one tour." 25X1A9a

MR. ██████████: But as I read it, the front office aspect to this is that they are asking us to look around to see how we can make use of this opportunity to help the Agency -- and but for that, John, I would be 100% in your corner. 25X1A9a

MR. ██████████: Well, I'm not arguing against this case at the moment, I'm arguing against the future cases -- and I do think the Board has to focus on this problem. I'm just trying to emphasize that in effect we are making the decision for future cases. Now maybe you think we are not, but I think we are.

SECRET

**SECRET**

MR. [REDACTED] You were as close as anyone to the legislative 25X1A9a  
history, but it did seem to me there was an awful lot of emphasis given to -  
"We have a tough management problem with fellows who age on the job and we  
need a way of sort of keeping (it young)." And I thought, frankly, that the  
rather liberal wording of that Act was to allow us at this point in time in a  
man's career to look back and say "that is qualifying" -- and it's sort of  
on that basis--

MR. [REDACTED] Not without regard for all factors. It's 25X1A9a  
either qualifying or it isn't, Harry. 25X1A9a

MR. [REDACTED]: I don't think it's always going to be that black  
and white. It's always going to be a question of our judgment. 25X1A9a

MR. [REDACTED] According to our regulations -- it's either  
qualifying or it isn't. 25X1A9a

MR. [REDACTED] But the regulations are kind of fuzzy--  
MR. [REDACTED] They're flexible -- I couldn't agree more,  
Harry. But you can't take the same concept of qualifying service in one case  
and then deny it to the next case, when it's exactly the same service -- this  
is what I'm saying. 25X1A9a

MR. [REDACTED] I question whether there will ever be two  
exactly alike. There are a lot of factors involved in a case-- 25X1A9a

MR. [REDACTED] NIC is NIC.

MR. [REDACTED] But there are other factors involved in 25X1A9a  
[REDACTED] s case. The 49 months of overseas duty is a real factor -- and  
still ready and willing to go overseas -- all of these things in his favor.

Well, I'm certainly not trying to railroad here. I  
feel strongly on it -- but you all have a free vote here. 25X1A9a

[REDACTED] We have already sort of made our interpretation  
in some DD/P cases, it seems to me, where we have accepted as a portion of  
it the recognized, qualifying overseas duty, but then Headquarters staff duty  
as the rest of it.

SECRET

MR. [REDACTED]: Indeed we have, Karl. 25X1A9a

[REDACTED] So now we're extending it, however, to a 25X1A9a  
different set of circumstances -- an office which doesn't normally require  
qualifying service -- so we're extending the interpretation just a little bit  
further now, and loosening it up. I think this is what concerns me. And  
then what do I say to the fellows in FMSAC, who work in their indications  
center? It's not the National Indications Center, certainly, but they're working  
with the same material that these boys are in the Pentagon, you see. 25X1A9a

MR. [REDACTED] The sources of the material are the same? 25X1A9a

[REDACTED] Same kind of all-source material. That is  
what the ops center would use upstairs -- FMSAC would use. 25X1A9a

MR. [REDACTED]: I would say it's even a little more frustrating  
in FMSAC, because they do shoot a missile or a planetary probe-- 25X1A9a

MR. [REDACTED] I think there is a lot going on in DDS&T that  
would lend itself to an interpretation as being in support of clandestine  
operations abroad -- but it does take consideration of the whole case-- 25X1A9a

[REDACTED] And we're so young we don't have the situation  
yet that Paul was describing -- but we will some day, if they stay that long.

My feeling is if you want to wrap it all up in saying  
"For the good of the Agency put this man in the System and let him retire" -  
I'll go along with that. I might not go along with the next one. 25X1A9a

MR. [REDACTED] Is there a second?

MR. [REDACTED] I second it.

MR. [REDACTED] Any nays?

MR. [REDACTED]: Nay

MR. [REDACTED] One nay. 25X1A9a

MR. [REDACTED]: I was the strongest supporter for doing  
this at the last meeting, but I think the explanations that were brought out here  
today revealed to me that [REDACTED] could talk a lot more if he tried to get a job  
on the outside. I got the impression when I went through Colorado Springs,

**SECRET**

Omaha, and those places, that you just didn't talk about this to anybody.

MR. [REDACTED] You can talk about it but it's not going to get you a job, that is my point.

25X1A9a

. . . Off the record . . .

MR. [REDACTED] May I suggest that in trying to write this up it would help, as Karl suggested, if you base it on the entire record - a layman's explanation -- the Board recommended that they saw 60 months of qualifying service under the statute and regulations -- period. Don't let's talk about (11)(c) or anything else.

25X1A9a

MR. [REDACTED] Right.

MR. [REDACTED] Because that is what you all have voted.

MR. [REDACTED] Okay.

25X1A9a

Will you do a draft on it, Murray? And I suggest you give it to [REDACTED]

25X1A9a

[REDACTED]: I'll take a look at it, if you like.

25X1A9a

MR. [REDACTED] He is particularly interested.

25X1A9a

25X1A9a

The next case is Mrs. [REDACTED] - a request for extension of retirement date under the CIA Retirement System from 30 November 1968 to 30 November 1969.

You notice we have, really, a recommendation from OTR, who are using this woman, but not from the DD/P, whose career service she is with, and there was a statement on the routing sheet which said that there were certain steps the DD/P wanted to go through before they reached a conclusion.

25X1A9a

MR. [REDACTED] Yes. We endorse the one year extension as a result of some cable correspondence we had over the weekend with the proposed replacement for [REDACTED]

25X1A9a

Miss [REDACTED] came back with the reply that she had to turn it down, that she

25X1A9a

**SECRET**

SECRET

still wanted to come back here and see what else might be available. So we  
in effect do not have a replacement for [REDACTED], and it is hard to get  
people to go to [REDACTED], as others have pointed out previously, and Mrs.  
[REDACTED] is a very able employee, and we feel the extension is justified.

25X1A9a  
25X1A6a  
25X1A9a  
25X1A9a

MR. [REDACTED] may I ask, then, for one more  
piece of paper from the DD/P to complete this record? -- from DD/P so  
recommending.

25X1A9a  
25X1A9a

MR. [REDACTED] A memo recommending this? Certainly.

MR. [REDACTED] Bannerman for the DD/S said: No objection  
if concurred in by subject's Career Service. And this would tie it up.

Now we still don't have a vote from the Board. All  
we have now identified is that there is a desire that we approve her extension  
for one year on the basis of no replacement available who is ready, willing  
and able to serve in [REDACTED]

25X1A6a  
25X1A9a

[REDACTED] I move that the extension to 30 November 1969  
be approved by the Board.

25X1A9a

MR. [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

. . . Mr. [REDACTED] withdrew from the meeting  
at this point . . .

MR. [REDACTED]: I'd like to recommend that the Board  
rubber stamp the next case. [REDACTED]

25X1A9a  
25X1A9a  
25X1A9a

[REDACTED] They really loaded it!

25X1A9a

MR. [REDACTED] Seriously, though, I did have one thought.  
Do we really want to have an indefinite extension, or should we put some  
measurement on this -- for example, extend through calendar year 1969,  
with further extension subject to review--

25X1A9a

[REDACTED] If the Board wants to kind of serve its



SECRET

prerogatives in the case we might say we approve a year's extension but  
want another application for any further extension. But as a practical matter--

MR. [REDACTED] It's these key jobs we like to see open up, 25X1A9a  
and, really, management ought to look twice before-- 25X1A9a

[REDACTED] I think as a practical matter, two years-- 25X1A9a  
MR. [REDACTED] Let's say through 1969 and see what the 25X1A9a  
Director says.

MR. [REDACTED] Why not say for a year and then we will take  
a look at it and if the [REDACTED] break-throughs haven't occurred by that time-- 25X1A9a

MR. [REDACTED] But Carl Duckett has said: "Insofar as  
we can foretell, he will remain with the Agency at least through calendar year 25X1A9a  
1969." 25X1A9a

MR. [REDACTED] And I'd like to lean on that.  
[REDACTED] himself would like to get started  
teaching somewhere. 25X1A9a

MR. [REDACTED] Do I have a motion on this, then? 25X1A9a

MR. [REDACTED] I move we extend for a year.

MR. [REDACTED] Well, Mike, when you say a year -- Carl  
Duckett has said they think he will remain through calendar year 1969 -- how  
about sort of latching onto that and extending him until December 31, 1969. 25X1A9a

[REDACTED] They say he's presently scheduled to retire  
on 31 October 1968, when he becomes 62, so we would be extending a year-- 25X1A9a

MR. [REDACTED] Extend to the end of the calendar year  
1969.

. . . This motion was then seconded and passed . . . 25X1A9a

MR. [REDACTED] She will be  
60 in December 1968 -- she is under Civil Service -- and she would like a two  
year extension, until December of 1970.

SECRET

**SECRET**

Murray, you have talked with her.

MR. [REDACTED] She definitely has a financial problem.

25X1A9a

Her husband was out for at least two - perhaps three years when he couldn't work at all. He had a gas station that failed. He returned to work for the Government in 1966 as a GS-4, but is now in the process of repaying for 18 years' service, and she wants to help him pay that back. She has no Social Security coming, and neither does he, if he should retire. So they have a problem.

25X1A9a

MR. [REDACTED]: It looks like a fairly good compassionate case. At this point his annuity would be only \$1800, isn't that what he is saying?

MR. [REDACTED] Yes.

25X1A9a

MR. [REDACTED] How much does he owe?

MR. [REDACTED] He owes for 18 years.

MR. [REDACTED] And essentially it's her funds that are being used to pay back these 18 years of annuity.

25X1A9a

MR. [REDACTED] If her husband is still sort of ill and she is going to have some continuing expenses, it seems to me that it would be to her advantage to try to get something, nonetheless, on the outside, because almost any type of job she would get, when added to her retirement annuity, would put her above her present annual salary.

25X1A9a

25X1A9a

MR. [REDACTED]: I explained this to her -- because this was what Mr. [REDACTED] brought out when it was discussed before -- and I explained to her that after all deductions her expendable income would be only about \$1200 more than her retirement annuity, and it looked like she could easily get a job that would (more than make up the difference) -- but she showed no interest in it whatsoever.

25X1A9a

MR. [REDACTED] I'm for the extension but I think it would definitely be to her advantage to also look around, simultaneously, if she needs to work for any number of years. Isn't this the case where Mr. [REDACTED]

25X1A9a

SECRET

said that she had to work several years beyond December 1968? And if she does, it seems to me she would be further ahead--

25X1A9a

MR. [REDACTED] Incidentally, she is a very young-looking 61 and a half.

25X1A9a

MR. [REDACTED] She is a GS-7 -- in addition to everything else, I doubt if she is blocking anybody's progression. But on the other side of it, she seems to give great weight, as I think people tend to do at her age, to building up her own annuity by working for another year, and paying off his annuity, at which point they probably would have a fair income and she may not have to continue working.

25X1A9a

MR. [REDACTED] I'm all for the extension. I just think we ought to once more call to her attention the fact that she could easily make, in total income at the end of the year, more money than she is making now at her present GS-7 salary, and that it would be to her advantage, if she has to work several more years, to think in these terms.

25X1A9a

MR. [REDACTED] Murray tried this on her.

Murray, you're saying that her annuity right now would be \$5400, against \$8700, which is her salary--

25X1A9a

MR. [REDACTED] I figured her expendable income would be about \$1200.00.

25X1A9a

MR. [REDACTED] When you take out the deductions, etc. She would only have to make \$100 a month.

25X1A9a

[REDACTED] Murray, did you get the idea that she will, if extended two years, be able to meet these obligations?

25X1A9a

MR. [REDACTED] Yes. She indicated if her husband continued in good health, they would have this 18 years paid off--

25X1A9a

MR. [REDACTED] Of course Mike's point is if her income continues to be the same, she can still pay off that annuity -- it doesn't have to come from Government funds.

I don't have too much trouble with this case.

**SECRET**

MR. [REDACTED] I think the other thing is if she went to private industry she would have to work five and a half years to get Social Security benefits, whereas working here for another year would build up her Civil Service annuity.

25X1A9a

MR. [REDACTED] I think I have a motion to extend her for one year.

25X1A9a

25X1A9a

25X1A9a

MR. [REDACTED] That is my motion.

[REDACTED] Second.

25X1A9a

MR. [REDACTED] Incidentally, on her last Fitness Report she was rated as outstanding.

. . . Above motion was then passed . . .

25X1A9a

FOIAb3b1

MR. [REDACTED] [REDACTED] requests extension for one year. The [REDACTED] the office in which he works, endorses him on operational grounds, apparently -- he speaks French, Spanish, Italian, Portuguese, Afrikaans, and Dutch. He is 62 years old. He is requesting one year, which would take him to age 63. And he is under the Civil Service System.

FOIAb3b1

25X1A9a

MR. [REDACTED] I move we extend him for one year.

25X1A9a

[REDACTED] Second.

25X1A9a

MR. [REDACTED] I abstain.

25X1A9a

[REDACTED] On what grounds?

25X1A9a

MR. [REDACTED] That's interesting, Paul. It's your man.

25X1A9a

MR. [REDACTED] These aren't critical languages, in my view.

25X1A9a

Mr. [REDACTED] says so.

25X1A9a

MR. [REDACTED]: Well, the languages are not critical. It's trouble to hire new people, and especially who have this number of languages. This Afrikaans is a little bit exotic. I don't oppose his extension, but it just seems to me this is making it awfully easy for offices not to get busy and prepare for successors -- and this only adds to the feeling - "As long as

**SECRET**

**SECRET**

we have a guy to do the work let's not worry about it."

25X1A9a

MR. [REDACTED] On the basis of these initials along side of DD/I, I'm assuming the DD/I concurs, and we will so state. I think on the bucksheet you concurred in the one year extension.

25X1A9a

MR. [REDACTED] I find here a combination of needs of the service and hardship. This man's retirement would be less than the woman's retirement in the previous case (Mrs. [REDACTED] -- and this man has a wife who is a semi-invalid. I find it not difficult to extend this man, but here again I think if he has to continue working I would still suggest to him that he might do better by still looking on the outside for some sort of business that might require need of his languages, where again the combined salary on the outside and his annuity might exceed the amount of money he is making as a GS-9.

25X1A9a

MR. [REDACTED] My point is I go along with this on a hardship basis. I don't go along with the operational necessity. That is why I find this conflict -- they're trying to use both reasons--

25X1A9a

MR. [REDACTED] We're a little hard put here, though, because there is no request for it on a compassionate basis --

25X1A9a

MR. [REDACTED] It's this man's own allegation -- but nobody has looked into his financial background.

25X1A9a  
FOIAb3b1

MR. [REDACTED] But from this man's standpoint, the [REDACTED] are saying operationally they really need this man. Now if this isn't correct--

25X1A9a

MR. [REDACTED] It is correct the way they look at it. But it's an easy way out to continue to fill that job. And for an office which doesn't have a whole lot of turn-over, I'd look at it very critically if this were a more important job.

25X1A9a

MR. [REDACTED] But it certainly would be within the DD/I's prerogative to say negative, that they don't buy it.

25X1A9a

. . . Motion extending Mr. [REDACTED] for one year, to

30 November 1969, was then passed . . .

**SECRET**

**SECRET**

25X1A9a

25X1A9a

MR. [REDACTED] Next case - Miss [REDACTED] Office of Finance, GS-9. She will have 28 years and seven months of Federal service on 16 February 1969, when she will be 62 years old. She is asking for one more year -- she would like to work until she has an even 30 years. Finance has a very lukewarm statement here -- they can't really say they need her on operational grounds and they can't say that her retention would not block the progress of other employees, but if we in our wisdom decide to extend her, that they can use her. DD/S does not concur in the extension.

There is an indication here that she has talked with the Retirement Counseling and Placement Staff and was somewhat placated, although not accepting this very gracefully at this point.

25X1A9a

MR. [REDACTED] Her request for extension was submitted after her interview there.

25X1A9a

MR. [REDACTED] There's really nothing here other than she would like to complete 30 years.

\$4600 seems like a small annuity for 27 years of service.

25X1A9a

MR. [REDACTED] She just got promoted.

25X1A9a

[REDACTED] But she had been a GS-8 for quite awhile.

Well, nobody has given us a whole lot of reasons for an affirmative action here.

25X1A9a

MR. [REDACTED] And she doesn't claim hardship except by this one reference to the support of her mother, in the memo from the Retirement Counseling and Placement Staff. I think this is primarily a case where people with Civil Service expect to choose their own retirement date and they resent the fact they have been told otherwise by the Agency.

25X1A9a

MR. [REDACTED] It does bother me a bit that she might not have had enough help in preparing her request. But she really hasn't given us anything more than her personal desire to complete 30 years of service.

25X1A9a

MR. [REDACTED] Does it say anything about her work record?

**SECRET**

**SECRET**

They don't mention whether she's an outstanding employee. You even infer otherwise, or they would have been more enthusiastic in supporting it.

MR. [REDACTED] Yes, damning her with faint praise. 25X1A9a

MR. [REDACTED] I have a feeling this is the kind of employee 25X1A9a  
that the retirement policy was designed to move out.

I move we not extend.

25X1A9a

MR. [REDACTED] Second.

. . . This motion was then passed . . .

25X1A9a

25X1A9a

MR. [REDACTED] Our last case is Mr. [REDACTED] 25X1A9a

[REDACTED] Another interesting one. 25X1A9a

MR. [REDACTED] Another unusual one. I have to guess here,  
quite frankly. The thing that is of course unusual about this is that he is on  
his way overseas, where he will, if he stays 33 months, become entitled by  
virtue of overseas service to participation in the System -- but for some reason  
we are being asked to right here and now determine that his service with  
[REDACTED] was in itself qualifying. My guess is - and it is just that -  
that there is a desire here on both parts - both his and management - to be in  
a position maybe a year from now to be able to say either "I turn in my suit"  
or "We would like you to turn in your suit" - which they can only do if he is  
in the System. He obviously has been a bit of a placement problem, and  
probably there is some question how well this tour will go -- and if he is in the  
System, if he is not happy with it he can pull out, or management can ask him  
to retire.

25X1A2g

25X1A9a

MR. [REDACTED] I find insufficient statement of the actual  
functions performed that would permit the Board to come to grips with the  
question of [REDACTED] qualifying service here. It may very well be that the

25X1A

office with which he was employed performed such service -- but it's not  
here. I don't know enough about OSA or [REDACTED] to know whether everybody  
in it--

25X1A2g

**SECRET**

**SECRET**

MR. [REDACTED]: Mike, I agree 100% with you that the record here is grossly deficient in terms of informing the Board of anything. Now we've got some security problems in this one, and I've been wrestling with this while you have all been talking about these other cases, how to handle this one, or suggest a way of handling it. Certainly there should be some assertions of special requirements on [REDACTED] during this period.

Now again, here is a case where I happen to have knowledge, Mike, and there is no question that he was under all kinds of peculiar strains and stresses during most of this period. But this record does not show this -- it doesn't even assert it -- it just asserts it's qualifying service, period. And again, we don't want to get ourselves in a bind that anyone who was in [REDACTED]'s qualified.

[REDACTED] Even though there are many peculiarities of service in that project -- and we have already recognized that this [REDACTED] service, for example, is qualifying.

MR. [REDACTED] Well, I'm sort of like John, I have a pretty good feel of the stresses and strains and the very unusual nature of this assignment, and I have a feeling that if it were properly presented we wouldn't have that much difficulty. But there is nothing here. Couldn't some people in this project write up something that would be helpful to us in making this judgment?

MR. [REDACTED] Have him come down and talk about it.

[REDACTED] The project is closed, so there is nobody that has an official function now in [REDACTED] There are lots of people who know about it - oh sure! I know a lot about it.

MR. [REDACTED] There are people on Bob Bannerman's staff who could write this up.

[REDACTED] On what basis would they be writing it up?

First-hand knowledge.

[REDACTED] It isn't somebody arguing the case for him, is

**SECRET**



SECRET

the point I'm making. There is nobody who can do that -- unless you want to

call [REDACTED] back!

25X1A9a

25X1A9a

MR. [REDACTED] But DDS&T has a major interest in disposing

of Mr. [REDACTED]

25X1A9a

25X1A9a

[REDACTED] Well, as I take it, what really is being claimed

is that old [REDACTED] service--

25X1A2g

25X1A9a

MR. [REDACTED] [REDACTED] and a subsequent project, as well.

25X1A2g

[REDACTED]: Much of the subsequent is covered by this

25X1A9a

detail in Bannerman's memo -- the last year with DD/S was in the Far East,

so that is covered -- but some OSA/DDS&T is part of that two year total,

I guess.

MR. [REDACTED] Part of it, but--

25X1A9a

25X1A9a

[REDACTED]: So I don't think you're going to milk much more

out of that.

25X1A9a

MR. [REDACTED]: Weren't [REDACTED] duties on a

25X1A9a

25X1A2g

subsequent project at even a higher level than in [REDACTED]

25X1A9a

MR. [REDACTED] We're talking about 11 years here.

25X1A9a

MR. [REDACTED] There is no question this is an unusual, special

case, and it deserves to have more in the [REDACTED] record than it has. I think

everybody agrees to that.

25X1A9a

[REDACTED] I think there ought to be more to it, again, to

keep our record fairly straight as to the kinds of service we consider qualifying.

MR. [REDACTED] Don't you think there is somebody in DDS&T

25X1A9a

that can give us something on this?

25X1A9a

MR. [REDACTED] He doesn't have to plead his case in order to

clarify the issues. Just a factual recital of what is involved.

25X1A9a

25X1A9a

[REDACTED] Only [REDACTED] - the ranking civilian

in that office. John is about the only one we have left up there that can do it.

Would you like me to ask him to come to our next meeting?

25X1A9a

MR. [REDACTED] Fine. Okay.

. . . The meeting adjourned at 3:35 p.m. . . .

SECRET